



DEPARTMENT OF THE ARMY  
U.S. ARMY ENLISTED RECORDS AND EVALUATION CENTER  
8899 EAST 56TH STREET  
INDIANAPOLIS, INDIANA 46249-5301



REPLY TO:  
ATTENTION OF:

AHRC-EB

17 June 2004

MEMORANDUM FOR Commander, US Army Military Police School, Fort Leonard Wood, MO 65473

SUBJECT: Career Management Field (CMF) 31 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 12 May 2004, subject: Memorandum of Instruction for the CY04 CSM/SGM/USASMC Selection Board.
2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 31 submit this Review and Analysis to assist you in executing your duties as proponent for MOSs within this CMF.
3. Competence assessment (strengths and weaknesses).
  - a. Performance and potential (particularly leadership opportunities). The most competitive files reflected successful tours of duty as First Sergeant and Operations Sergeant. Additionally, Non-Commissioned Officers who performed well in some of the high-risk special duty assignments, such as Equal Opportunity, Drill Sergeant, Recruiter, Inspector General, prior to and/or after the aforementioned assignments, best positioned themselves for promotion. Assignment managers should limit the use of MSGs in Special Duty assignments (IG, and EOA) to ensure they have adequate time to serve in critical leadership and operational positions.
  - b. Utilization and assignments (particularly in PMOS). Overall, the panel found NCOs were utilized in the proper assignments based on the CMF 31 Proponent Guidance. However, there were some records that indicated NCOs had been in the same position for longer than 36 months.
  - c. Training and education. Overall, the records reflected a Non-Commissioned Officer Corps that is well educated. The most competitive soldiers, as it pertains to civilian education, had completed the requirements for an Associate Degree. Also, the most competitive files indicated that soldiers had completed required NCOES, and had Drill Sergeant, Recruiter, Inspector General, Battle Staff, and/or other MOS enhancing ASIs.
  - d. Physical Fitness. Overall the files indicated a Senior NCO Corps that exceeded Army Standards for physical fitness. The most competitive files were those that reflected sustained physical fitness excellence.

AHRC-EB

SUBJECT: Career Management Field (CMF) 31 Review and Analysis

e. Recent photos were present in the majority of the files reviewed. The most competitive files contained either photos that reflected the soldier's current rank, awards and decorations or a memorandum from a deployed Soldier explaining why he/she could not update their photo.

f. Overall career management. There were several NCOs who had not served in a high-risk assignment. Some of these MSGs, had served in only SD and/or other non-CMF positions. Again, the most competitive NCOs had successful tours of duty as 1SG and/or Operations SGT. We recommend assigning MSG's to Special Duty assignment only after serving as a First Sergeant and/or Operations Sergeant. Once in a Special Duty assignments recommend serving no more than 18-24 months.

#### 4. CMF structure and career progression assessment.

a. There were more than an adequate number of qualified NCOs in each MOS to meet CMF promotion requirements.

b. Suitability of standards of grade and structure. Master Sergeants for the majority of assignments are being utilized in the appropriate grade or above.

c. Assignment and promotion opportunity. Overall it appeared that everyone had ample opportunity for assignments and promotion.

d. Overall health of CMF. Overall the majority of NCOs were fully qualified for promotion.

#### 5. CMF Proponent Packets.

a. Overall packets were very detailed and lay a road map for promotion. The CMF 31 Proponent Packet is an excellence tool for NCO to use as their career map.

b. Recommended improvements. NA



DAVID J. PYLE  
COL, MI  
Panel Chief